

EMPLOYEE RELATIONS COMMITTEE MEETING

Tuesday, May 13, 2008
Council Chambers

PRESENT: Alds. Purins, Donegan, Krol, Walsh, Ewerdt – 5

ALSO PRESENT: J Archambo, City Admin.; A. Kesner, City Atty.; B. Aldana, Asst. City Atty./HR Dir.; M. Loy, Health & Productivity Coor.

Ald. Purins as chair called the meeting to order at 7:00 p.m.

Committee orientation

The committee viewed a powerpoint presentation from Ms. Aldana regarding committee orientation. This included an overview of employee relations and the city as employer. The various working locations of city workers, demographics and the various labor unions were discussed. The non-represented employee council and its makeup were discussed.

The Employee Relations Committee role includes labor relations, non-represented employees, and union issues. Ms. Aldana talked about ordinances vs. resolutions, and their definitions.

The role of the Human Resources Department is undergoing significant restructuring to maximize efficiencies. The new wellness initiative and its cost effectiveness were included in the discussion.

Ald. Donegan brought up two items which he would like to see addressed in the future by the city administration: 1) future negotiations should follow the 3% directive from this committee, 2) accountability in productivity should be demanded, and well defined metrics should be developed.

Mr. Archambo noted that he felt the directive was more general as there are a lot of variables including insurance and pension. He also noted that the city strived for a 3% increase for each year of the contract. He said that one of the biggest reasons that the health care was worked on so diligently with this contract was because of the growth of the insurance numbers, which is growing faster than wages. Ald. Donegan commented that he thought the city was directed to not exceed 3% for all human resource costs.

Ald. Krol suggested that this committee should start laying the ground work for what will happen three years from now in future agreements. He commented that the council spends more time looking at smaller budgeted items instead of larger things like wages.

Ald. Ewerdt asked for a review of the city's sick time policy and usage, and over-time policy and usage. He is also interested in how the salary structures are developed for all employees and how the Carlson Dettman survey is figured into this.

Ratification of contract with Local 1923

Ald. Purins as Chair of the Employee Relations Committee recommended holding this item until it has been ratified by Local 1923.

Flexible Spending Account, Section 125 Plan

The committee reviewed a memo from the Asst. City Attorney/HR Dir. regarding whether to amend the City's flexible spending account plan: 1) insurance premiums (medical and dental) shall be automatically deducted from the employee's salary on a pre-tax basis, unless the employee elects not to contribute their share of the premium through the Flexible Spending Plan, and 2) to take advantage of certain provisions of the Internal Revenue Code which permits participants in a cafeteria plan to receive reimbursements for amounts expended up to two and one-half months after the end of the plan year in which the amounts were elected.

Ms. Aldana noted that these are proposed revisions resulting from the recent changes in the collective bargaining process. These changes can be made retro-active to the start of the plan year.

Moved by Ald. Donegan, seconded by Ald. Ewerdt
to recommend approval of the proposed amendment to the
Flexible Spending Account, Section 125 Plan – 5

City Administrator evaluation form

Ald. Purins commented that the information received in their packets is new to the committee and serious time needs to be devoted for discussion and would like this item held until the next meeting.

Ald. Donegan asked what the current status is of the City Administrator's salary. Ms. Aldana commented that there has been no change in his salary although his evaluation has been completed. This was partly because of the time spent on contract negotiations last fall, and the fire station process. By ordinance the city administrator's wage increase needs to go to the Committee of the Whole for final approval. Ald. Donegan recommended that the wage increase for Mr. Archambo be put onto the Committee of the Whole agenda.

The meeting adjourned at 8:17 p.m.

Carla A. Ledesma, City Clerk
City of Wauwatosa

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